

North Andrew R-VI School District



2023-24

Strategic Planning Document

&

Comprehensive School Improvement Plan



North Andrew Board of Education:

Ruth Riedinger, President
Stephanie Smith, Vice President
Dyan Aguilar, Member
Susan Brittain, Member
Josh Hannah, Member
Tim Miller, Member
Garrett Patterson, Member

North Andrew R-VI School District Strategic Planning/School Improvement Preface

The contents of this Strategic Plan represent the ideas and opinions of community and school representatives. The focus is on achieving established objectives. Objectives are developed for the purpose of achieving the district mission. The intent is to provide students with ever improving opportunities to gain basic knowledge, experiences, and skills required for lifelong learning as well as become contributing and responsible members of society.

North Andrew R-VI Strategic Planning Committee

Special thanks to those who have served and continue to serve on the Strategic Planning/CSIP Committee. The input provided has certainly been important to guiding the school district. The Strategic Planning process is a continuous procedure to evaluate the North Andrew R-VI School District.

Board of Education – Susan Brittain and Dyan Aguilar

Administration – Mark McDaniel, Craig Walker, Chris Russo

Faculty – Tim Roush, Shelly Officer, Sherry Heckman

Students – Kinzie Wilmes, Autumn Rasnic

Community – Stephanie Smith, Deb Wehr, Chanler Williams, Shelly Officer, Donna Roush

Description of Planning Process

The school improvement process is on going. As goals are accomplished, new ones are identified, and goals developed. There is no end to school improvement. Each year, new goals are established. A committee representing board members, staff, parents, community members, and students were selected by the Superintendent to serve on a Planning Committee. This committee worked to identify District goals and District beliefs. The committee then developed the Measurable Objectives, Strategies, Action Steps, Assignment of Strategy, and Start and End Date. The committee then made the recommendation of the revised Comprehensive School Improvement Plan to the Board of Education for consideration and adoption.

The CISP committee meets each Fall to review and update the plan. The CISP plan then goes to the Board for approval during the September board meeting. The Board then will review and evaluate the plan each quarter for the rest of the school year.

CSIP Mission Statement

The North Andrew School District recognizes each student as a unique individual. Education should provide an opportunity for the maximum development of each individual within the limitations of his or her capacities.

Education must help the student realize his or her worth as an individual in a democratic society and should lead them toward becoming a productive member of society. Strong emphasis will be placed upon democratic values which are important for an effective and satisfying personal and social life.

The role of the teacher in the educational process is to provide opportunities for the individual to achieve at the maximum level of capacity. The ultimate purpose and scope of the school district is to create a learning situation in which individual motivation for learning is the stimulus for achievement, and to promote through teaching and example the principles of the democratic way of life.

A child's education is a shared community involvement and all community parents/guardians have definite responsibilities in education. They need to have a basic confidence in the school, and they need to impart this confidence to the students. The school district will engage parents in the education of their children and encourages all stakeholders to instill in the students the commitment to give his or her best efforts to the daily school responsibilities, and by participating in school activities.

The student must have responsibilities in the educational program of the community. The most important of these is attitude. The student is obliged to come with an open mind, equipped with all the necessary materials, ready to fulfill the responsibilities in the learning process. The basic attitude should be that the school is an institution of opportunity, staffed with trained personnel to help the student become a contributing member of society.

The North Andrew School District believes that the foundation of the district's educational program is based on the development of competencies in the basic fundamentals of reading, oral and written communication, mathematics and science.

Basic Beliefs

Early Childhood – Grade 5

All students are important and deserve a community commitment for:

- a safe, secure and positive learning environment.
- free flowing, open communication between parents, staff, community and peers.
- a firm educational foundation tailored to their individual needs.
- learning in multiple ways by building on their strengths.
- an equal opportunity to learn.
- a smooth academic and social transition for our students as they progress through the elementary school.

Middle School – Grades 6 – 8

- All students should have an equal opportunity to learn.
- The middle school objective will serve to foster a smooth academic and social transition for our students as they progress through the middle school.
- The middle school should provide a safe, secure and positive learning environment for all students.
- The objective of our students' middle school learning experience is to provide them with the knowledge and direction to take the next step in becoming a productive citizen.
- The middle school will provide students the content knowledge necessary to advance to the high school, tailored to their individual needs.
- The middle school will provide support and guidance to pursue personal and academic goals.
- The middle school will provide a positive experience to ensure personal and civic responsibility.

High School – Grades 9 – 12

- The high school will provide students with content knowledge necessary to be successful, prosper and excel in life.
- The high school will enable students to communicate effectively.
- The high school will cultivate a sense of civic and social responsibility in all students.
- The high school will provide students with life skills necessary to succeed and excel in society.
- The high school will promote critical thinking and reasoning skills to enable students to become life long learners.
- The high school should provide a safe, secure and positive learning environment for all students.

Strengths and Concerns

Early Childhood – Grade 5

Strengths:

- **Small class sizes in K-5, with ratios in the 1-20 range**
- **Balanced Literacy Program (K-3)/ 90 minutes uninterrupted**
- **Document cameras in all classrooms**
- **Nice facilities**
- **Rubberized playground area**
- **Willingness by teachers to communicate with parents through newsletters, agendas, e mail and telephone contacts**
- **Teachers work collaboratively to improve teaching strategies through professional development opportunities that include study groups, partnership with local colleges/universities and RPDC teacher in-services**
- **Intensive and continuous professional development training provided on research based literacy instruction within the regular school day as well as beyond the regular school day**
- **SMART Boards installed in all classrooms**
- **MAP scores strong in elementary (Continue to increase)**
- **Students are motivated and willing to learn**
- **Teachers are positive and work well together/Teacher retention**
- **High participation at Parent/Teacher conferences/2 per year**
- **High attendance rate**
- **Elementary Open House**
- **PAT program**
- **Positive learning environment**
- **Air conditioning in building**
- **Professional Development Plan (K-12)**
- **Character Education Program**
- **Elementary gym for student usage**
- **Elementary counselor position**
- **Full time maintenance position**
- **Tier II for struggling readers**
- **Accelerated Reader Program/Reading Incentives**
- **Red Ribbon Week**
- **Curriculum revision schedule/textbook adoption (K-12)**
- **CPR training for all staff members**
- **Wonders Reading Program K-2**
- **Lunchtime Solutions Program**
- **Star Reading and Math Testing**

- **MAP Incentive Program**
- **After School Daycare**
- **Community Newsletter**
- **School website**
- **Study Island Program to prepare for MAP**
- **Brain Pop**
- **Grade Watch System**
- **Lumens Parent Portal**
- **Voice Notification System (one call)**
- **Durham Transportation Service**
- **All School Play**
- **1 to 1 Technology with Chromebooks**
- **Clothes Closet**
- **Back Pack Buddy Program**
- **3 AED stations and staff trained**
- **5th/6th grade Scholar Bowl**
- **Intruder Training**
- **Resource Officer**
- **Literature Festival**
- **Partnerships with community agency for supplies/back to school**
- **Summer PD**
- **Title Math**
- **On-line Registration**
- **Emergency Medications**
- **Water stations**
- **Student Teachers/Collaboration with colleges for student teachers**
- **Tutoring**
- **Local Business partnerships**
- **A+ - Student to help support learning**
- **Spelling Bee**
- **SOT**
- **Rolling Hills Bookmobile**
- **Cardinal Cup**
- **Reading Buddies**
- **Big Smiles**
- **K-2 Nutrition program**
- **Career Ladder**
- **Marathan Kids (2-6)**
- **Meetcher Teacher**
- **Mindful Art Club (3-6)**
- **Math Nights (3-5)**
- **PTO**
- **LifeVac**
- **# of Substitute Teachers**

- **# of Bus Drivers**

Early Childhood – Grade 5

Concerns:

- **Competitive salaries to attract and retain quality staff members**
- **Lack of funding**
- **Lack of Pre-School program**
- **Upgrades – playground equipment**

Strengths and Concerns

Middle School Grades 6-8

Strengths:

- **Small class sizes, with ratios in the 1-20 range**
- **Curriculum revision schedule/Textbook Adoption (K-12)**
- **Nice Facilities (Designated Middle School wing)**
- **Large number of exploratory classes for seventh and eighth grade students**
- **SMART Boards installed in classrooms**
- **Professional Development Plan (K-12)**
- **Wide variety of extracurricular activities**
- **Air Conditioned Building**
- **Additional gym for student usage**
- **Lockers for all students**
- **CPR training for all staff members**
- **Lumens Parent Portal**
- **Community Newsletter**
- **School website**
- **Strong Student Attendance**
- **Designated MS?HS counselor**
- **Red Ribbon Week**

- **Aces Program and Services**
- **Quality of Parent/Teachers conferences**
- **Voice notification system (one call)**
- **All School Play**
- **Impact Concussion Testing for athletes/Sports trainer**
- **Supportive Athletic Booster Club**
- **Technology infrastructure upgrades**
- **1 to 1 technology with Chromebooks**
- **Drug prevent/Suicide prevention programs**
- **Parent/student education of post-secondary expectation/goals monitoring of 4 year plan developed in Middle school**
- **Communication between Parents and Teachers**
- **Tutoring**
- **Intervention time/Seminar/A+**
- **Incentives program at end of each quarter. (Fun day based on completion of work.**
- **MAP Incentive program**
- **Lunchtime Solutions Program**
- **Gradewatch Program**
- **Lumens Parent Portal**
- **Aces Program and Service**
- **Durham Transportation Service**
- **Students develop four year plans. Students education of post secondary expectations/goal**
- **Cardinal Cup**
- **Student of the week**
- **History Day**
- **Spelling Bee**
- **PTO**
- **Marathon Kids (2-6)**
- **Mindful Art Club (3-6)**
- **LifeVac**

Concerns:

- **Continue efforts to increase the number of students scoring in the top two levels of the MAP tests in the areas of Communication Arts, Math, and Science**
- **At-Risk Program**
- **Competitive salaries to attract and retain quality staff members**
- **Lack of funding**
- **Bridging the gap between Middle School and High School/Getting students prepared for High School.**
- **Improve attendance at Parent/Teacher conferences**

- # of Substitute Teachers
- # of Bus Drivers

Strengths and Concerns

High School Grades 9-12

Strengths:

- Small class sizes
- Curriculum revision schedule/textbook adoption (K-12)
- Facility is laid out well and has pleasing aesthetics
- SMART Boards installed in classrooms
- Excellent sports facilities
- Dedicated caring staff
- Attendance is high
- School website
- Teacher/student relationship good
- Positive atmosphere
- Professional Development Plan initiated (K-12)
- CPR training for all staff members
- Weighted classes
- Air Conditioned Building
- Scholarship Program and Foundation
- Certified Sports Trainer available twice a week for athletes/at games
- Community Newsletter
- Gradewatch Program
- Lumens Parent Portal System
- Impact concussion testing for athletes
- Voic notification system (one call)
- All school Play
- A+ Program
- Clothes Closet
- 1 to 1 Technology
- Resource Officer
- Intruder Training
- Sports offerings
- FFA/FCCLA/FBLA/FCA – organization offerings
- Campus Cupboard
- 3 AED stations and staff trained
- Chrome filters/Go Guardian
- Emergency Medications
- Water Stations
- On-line registration

- **Program designed to reduce student experimentation and usage of drugs, alcohol, tobacco, vaping and social media**
- **Student education of post-secondary expectation/goals monitoring of 4 year plan developed in Middle school**
- **Cardinal Cup**
- **Dual Credit Night 2nd Harvest**
- **Hillyards**
- **County Government Day**
- **Mentors/Mentees**
- **Edgenuity – For Foreign Language, credit recovery, on-line learning**
- **Press coverage**
- **College Fair**
- **PTO**
- **LifeVac**
- **Lettuce Dream**

Concerns:

- **Continue efforts to increase the number of students scoring in the top two levels of the MAP tests in the areas of Communication Arts, Math, Social Studies, and Science**
- **Lack of overall community/business involvement**
- **Lack of funding**
- **Competitive salaries to attract and retain quality staff members**
- **Communication between Teachers and Parents**
- **# of Substitute Teachers**
- **# of Bus Drivers**

North Andrew R-VI School District CSIP Objectives

1. Recruitment and retention of profoundly competent, innovative, and influencing educators to be the catalysts for a vigorous educational program.
2. North Andrew School District will maintain a dropout rate of 3% or lower and keep average daily attendance (ADA) at 96% or greater.
3. The median mastery rate will place 80% of our students in the top two categories (ranges) according to the MAP/EOC assessment profile. Thus, demonstrating mastery of new state and district curriculum.
4. The district will continuously strive to maintain, remodel, expand and/or replace current facilities to offer an environment conducive to learning as well as provide for community needs.
5. 100% of North Andrew graduates will be accepted into institutions of higher learning, vocational training, and/or gainful employment.
6. 100% of North Andrew students will complete a core curriculum of state and district required courses successfully in order to graduate.
7. 90% of North Andrew students will read grade level material at the instructional level (90% accuracy).
8. Expand parent involvement in the educational process of their children by creating open channels of communication with community and parents.

STRATEGY FORM

Area of Service: Recruitment and Retention of Teachers
Objective #1

Measurable Objective

Recruitment and retention of profoundly competent, innovative and influencing educators to be the catalysts for a vigorous educational program.

How Objective will be measured:

Maintaining a high level of student performance validated by various achievement test results will shape the foundation for measurement.

Opinion surveys completed by the community, staff and students will also be used to assess the effectiveness of planned strategies.

Funds	Strategy Number	Strategy	Federal Program	Person Responsible	Start Date	Date Completed
Local	1	The district will seek to provide a competitive salary and benefit package for certified personnel.		Supt.	August 2023	May 2024
Local	2	The district will work to improve the salary schedule so as to compensate worthy teachers who have continued their education		Supt.	Feb. 2024	March 204
Local Federal State	3	Professional development activities will be provided to enhance and enrich the teaching staff.		PDC	Aug 2023	July 2024
Local E rate	4	The district will provide the necessary resources for teachers to be effective with emphasis on technology.		Supt.	Aug 2023	May 2024

ACTION STEP FORM

Area of Service: Recruitment and Retention of Teachers
Strategy #1

Objective #1

Strategy

The district will seek to provide a competitive starting salary and benefit package for certified personnel.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
	1	A review of beginning salaries for other schools of similar size in NW Missouri will be conducted.		Salary Com/Supt.	Jan. 2024	March 2024
	2	The Superintendent and the salary/welfare committee(faculty) will meet and confer regarding starting salary/benefits for the next year.		Salary Com/Supt.	Jan 2024	March 2024
	3	A base salary will be established which is competitive with other schools in NW Missouri.		Salary Com/Supt.	Feb 2024	March 2024
Local	4	A mutually acceptable proposal will be presented to the Board of Education for adoption.		Salary Com/Supt.	Mar 2024	Mar 2024

ACTION STEP FORM

Area of Service: Recruitment and Retention of Teachers
Strategy #2

Objective #1

Strategy

The district will work to improve the salary schedule so as to compensate worthy veteran teachers that have continued their education.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
	1	A review of salary schedules from other schools of similar size in NW Missouri will be conducted. Particular attention will be given to amounts paid to veteran teachers.		Salary Com/Supt.	Jan. 2024	March 2024
	2	The Superintendent and the salary and welfare committee (faculty) will meet and confer regarding the salary schedule and benefits for the upcoming year.		Salary Com/Supt.	Feb 2024	Feb 2024
	3	A mutually acceptable proposal will be presented to the Board of Education for adoption.		Salary Com/Supt.	Mar 2024	Mar 2024

ACTION STEP FORM

Area of Service: Recruitment and Retention of Teachers
Strategy #3

Objective #1

Strategy

Professional development activities will be provided to enhance and enrich the teaching staff.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
	1	Each teacher will establish Professional Development goals.		Teacher	Sept. 2023	Sept. 2023
	2	The Professional Development Committee will establish their goals based upon teacher needs and interests.		PDC	April 2024	May 2024
	3	Teachers will be encouraged to apply for enhancement grants and earmark a portion of funds for professional development activities where possible.	Title I, II Class-size Reduc.	Bldg. Prin.	Aug. 2023	May 2024

ACTION STEP FORM

Area of Service: Recruitment and Retention of Teachers
Strategy #4

Objective #1

Strategy

The district will provide the necessary resources for teachers to be effective with emphasis on technology.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
Federal	1	The teacher will submit requests for textbooks, supplies, materials and equipment annually.	Title II & V	Teacher	April 2024	May 2024
Federal	2	The Superintendent and/or building principal will meet and confer with the teacher regarding requested items.	Title II & V	Supt./Prin.	April 2024	May 2024
Federal	3	The mutually accepted budget teacher resources will be recommended to the Board of Education.	Title II & V	Supt.	June 2024	June 2024

STRATEGY FORM

Area of Service: Dropout and Attendance
Objective #2

Measurable Objective

North Andrew School District will maintain a low dropout rate and keep average daily attendance (ADA) at 96% or greater.

How Objective will be Measured:

School statistics at the end of each year will be used to monitor both areas (Teacher self report, Administrator walk throughs, student questionnaires)

Funds	Strategy Number	Strategy	Federal Program	Person Responsible	Start Date	Date Completed
Local	1	The district will provide incentives for students to attend school. (MS and HS plus points on grades, perfect attendance awards)		Bldg. Lev. Adm.	Aug 2023	May 2024
Local Federal	2	The district will provide professional development opportunities for teachers to support the needs of students who are identified as at-risk or dropping out of school.		Supt/PDC	Aug 2023	July 2023
	3	The district will provide an environment conducive to learning to promote attendance and decrease dropout rate.		All Admin.	Aug 2023	May 2024

ACTION STEP FORM

Area of Service: Dropout and Attendance
Strategy #1

Objective #2

Strategy

The district will provide incentives for students to attend school.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
	1	The district will maintain the elementary attendance policy.		Bldg. Lev. Adm.	Aug 2023	May 2024
	2	The district will maintain the middle school and high school attendance policy.		Bldg. Lev. Adm.	Aug 2023	May 2024
Federal	3	The district will continue to provide the breakfast program.	USDA	Supt.	Aug 2023	May 2024
Federal	4	The district will continue to provide and expand the drug awareness programs.	Title IV	All Adm.	Aug 2023	May 2024

ACTION STEP FORM

Area of Service: Dropout and Attendance

Objective #2

Strategy #2

Strategy

The district will provide professional development opportunities to support the needs of

students who are identified as at-risk of dropping out of school.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
	1	District teachers will use multiple strategies to address the learning styles of individuals.		Bldg. Lev. Adm.	Aug 2023	May 2024
	2	The district will provide an atmosphere conducive to building self-esteem in students	Title IV	All Adm.	Aug 2023	May 2024
Local ESSR	3	The district will develop and provide tutorial/enrichment programs for students.		Bldg. Lev. Adm.	Aug 2023	May 2024
Local	4	The district will provide in-service training on identifying drug symptoms and students usage, to staff and community patrons(JH & HS)	Title IV	Supt./PDC	Aug 2023	May 2024

STRATEGY FORM

Area of Service: Student Achievement
Objective #3

Measurable Objective

The median mastery rate will place 80% of our students in the top two quintiles (ranges) according to the MAP/EOC assessment profile, thus, demonstrating mastery of new state and district curriculum.

How Objective will be Measured:

Comparable school scores and state/national averages in recognized assessments.
 (ACT, SAT, MAP)

Funds	Strategy Number	Strategy	Federal Program	Person Responsible	Start Date	Date Completed
	1	Faculty familiarity with the procedures of administering assessments from the state department.		All Adm.	Feb. 2024	May 2024
	2	Student preparation in the skills and mechanics of assessment taking.		Bldg. Lev. Adm.	Aug 2023	May 2024
Local	3	District to explore incentive programs for students and teachers relating to performance assessments.		All Adm.	Aug 2023	May 2024
Local Federal	4	The district will promote use of alternative teaching styles to more adequately prepare pupils for performance assessments.		Bldg. Lev. Adm.	Aug 2023	May 2024
	5	The district will provide communication of the assessment process and importance to parents and community.		All Adm.	Jan 2024	May 2024

	6	The district monitors adequate progress of students in assessments.		Bldg. Lev. Adm.	Aug 2023	May 2024

Comprehensive School Improvement Plan for North Andrew R-VI School District

ACTION STEP FORM

Area of Service: Student Achievement
Strategy #1

Objective #3

Strategy

Faculty familiarity with the procedures of administering assessments from the state department.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
Local Federal	1	The district will provide professional development for teachers on MAP/EOC assessment.	Class-size Reduction	Supt./PDC	Sept. 2023	April 2024
Local Federal	2	The teachers will be afforded the opportunity to assess the regional professional development center.	Class-size reduction	Supt./PDC	Aug 2023	July 2024

ACTION STEP FORM

Area of Service: Student Achievement
Strategy #2

Objective #3

Strategy

Student preparation in the skills and mechanics of assessment taking.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
Local	1	The district will provide Professional Development on the MAP/EOC/ACT testing.	Title II	Supt./PDC	Aug 2023	May 2024
Local	2	The district will provide Professional Development for teachers on studying skills.	Class-size reduction	Supt./PDC	Aug 2024	May 2025
Local	3	The district will provide technology and resources to improve skills.	Title II Title VI	Supt.	Aug 2023	May 2024
	4	The district will seek community input to provide help for students.		All Adm.	Aug 2023	May 2024

Comprehensive School Improvement Plan for North Andrew R-VI School District

ACTION STEP FORM

Area of Service: Student Achievement
Strategy #3

Objective #3

Strategy

District to explore incentive programs for students and teachers relating to performance assessments

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
Local	1	The district will provide information on the importance of assessment to teachers, students, parents and community		All Adm.	Sept. 2023	April 2024
Local	2	The district will provide a conducive environment for test taking.		All Adm.	April 2024	May 2024

ACTION STEP FORM

Area of Service: Student Achievement
Strategy #4

Objective #3

Strategy

The district will provide use of alternative teaching styles to more adequately prepare pupils for performance assessments.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
Federal	1	The district will provide professional development for teachers on MAP/EOC assessment.	Title II	Supt./PDC	Jan. 2024	March 2024
Local State	2	The teachers will be afforded the opportunity to assess the regional professional development center.	Class-size reduction	Supt./PDC	Aug 2023	July 2024

ACTION STEP FORM

Area of Service: Student Achievement
Strategy #5

Objective #3

Strategy

The district will provide communication of the new assessment process and importance to parents and community.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
	1	The district will provide assessment samples to students and parents.		Bldg. Lev. Adm.	Feb. 2024	April 2024
	2	The district will communicate to parents district performances as compared to other districts on the assessment.		Bldg. Lev. Adm.	October 2023	December 2024
	3	The district will provide assessment results to various community groups. (Through newspaper and web page).		All Adm.	October 2023	December 2023
Local State Federal	4	All staff members will be provided in-service opportunities on varied assessment strategies.		Supt./PDC	Aug 2023	April 2024

ACTION STEP FORM

Area of Service: Student Achievement
Strategy #6

Objective #3

Strategy

The district monitors adequate progress of students in assessments.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
Local	1	The district will use disaggregated and longitudinal data to measure yearly progress.		Bldg. Lev. Adm.	Aug 2023	May 2024
Local	2	Curriculum revision and alignment adjustments will be made to reflect assessment data.		Adm.	Aug 2023	May 2024
Federal	3	The district will provide instructional materials, resources and learning activities that are specific to the objectives, student learning styles and achievement.	Title II Title V	Bldg. Lev. Adm.	Aug 2023	May 2024

STRATEGY FORM

Area of Service: Safe School Climate
Objective #4

Measurable Objective

The district will continuously strive to maintain, remodel, and/or replace current facilities to offer a conducive learning environment as well as provide for community needs.

How Objective will be Measured:

The district will use a long range plan to determine completion of specified areas.

Funds	Strategy Number	Strategy	Federal Program	Person Responsible	Start Date	Date Completed
	1	The district will perform a needs assessment for the entire facility.		Supt.	April 2024	May 2024
	2	The district will form a facilities committee to develop long range plan and annual facilities review.		Supt.	Aug 2023	May 2025

ACTION STEP FORM

Area of Service: Safe School Climate
Strategy #1

Objective #4

Strategy

The district will perform a needs assessment for the entire facility.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
Local	1	The district facilities committee will revise the long-range plan of maintenance and renovations with funding strategies.		Supt.	Aug 2023	Yearly

ACTION STEP FORM

Area of Service: Safe School Climate
Strategy #2

Objective #4

Strategy

The district will provide classrooms to meet needs of students and class sizes.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
	1	The district will survey faculty to get ideas of needs of facilities.		Supt.	Aug 2023	May Yearly
	2	The district will provide an estimate of projected enrollment through PAT, Preschool, and various other organizations.		Supt.	Aug 2023	May Yearly
	3	The district will provide survey results for community through newsletter articles and presentations at community groups.		Supt.	Aug 2023	May Yearly
	4	The facility committee will annually revise the long range facility improvement plan.		Supt.	Aug 2023	May Yearly
	5	The district will have an annual facilities review.		Supt.	Aug 2023	May Yearly

ACTION STEP FORM

Area of Service: Safe School Climate
Strategy #3

Objective #4

Strategy

The district will form a facility committee to develop long range plan and annual facilities review.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
	1	A Facility Committee will be formed to provide and seek input on facility planning.		Supt.	Aug 2023	May Yearly
	2	The Facility Committee will develop a ten year plan for facilities, which will be updated annually, for presentation to the Board of Education.		Supt.	Aug 2023	May Yearly

STRATEGY FORM

Area of Service: Guidance and Counseling
Objective #5

Measurable Objective

100% of North Andrew graduates will be accepted into institutions of higher learning, vocational training, and/or gainful employment.

How Objective will be Measured:

The district counselor surveys will include questions pertaining to acceptance into institutions

of higher learning, vocational training, and/or gainful employment.

Funds	Strategy Number	Strategy	Federal Program	Person Responsible	Start Date	Date Completed
	1	The district will provide sufficient guidance and counseling services for students to help them in making career choices.		Supt.	Aug 2023	May 2024
	2	The district will expand the counseling program to meet the needs of students.		Supt.	Aug 2023	May 2024
	3	The district will review and upgrade the Guidance Curriculum as needed.		Supt.	Aug 2023	Yearly

	4	The district will implement a program for test taking and studying skills. (Classroom teachers on performance assessments)		Bldg. Lev. Adm.	Aug 2023	December 2023
	5	The district will continue to provide vocational opportunities to foster a school of well-rounded learners.		Bldg. Lev. Adm.	Augh. 2023	On going

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ACTION STEP FORM

Area of Service: Guidance and Counseling
Strategy #1

Objective #5

Strategy

The district will provide sufficient guidance and counseling services for students to help them in making career choices.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
	1	The district will provide time and resources to provide a job fair for students.		Bldg. Lev. Adm.	Nov 2023	Nov 2023
	2	The district will provide time and resources to have a college fair and college days for students		Bldg. Lev. Adm.	Nov 2023	Feb 2024
	3	Students will develop four year plans during 8 th grade year.		Bldg. Lev. Adm.	Aug 2023	Feb 2024
	4	The district will provide pre-registration counseling each year for students and parents.		Bldg. Lev. Adm.	Aug 2023	Aug 2023
	5	The district and students will reevaluate individual plans at the end of each year with parent approval.		Bldg. Lev. Adm.	April 2023	May 2024
	6	District will provide career exploration/class for all 7 th and 8 th grade students.		Guidance Counselor	Aug 2023	May 2024

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Comprehensive School Improvement Plan for North Andrew R-VI School District

ACTION STEP FORM

Area of Service: Guidance and Counseling
Strategy #2

Objective #5

Strategy

The district will expand the counseling program to meet the needs of students.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
E rate	1	The district will provide internet access to students for college information.		Supt.	Aug 2023	May 2024
Local	2	The district will continue to recruit and retain certified counselors.		Supt.	Aug 2023	May 2024
Local	3	The district will provide necessary in-service training to increase counseling skills.		Supt./PDC	Aug 2023	July 2024

ACTION STEP FORM

Area of Service: Guidance and Counseling
Strategy #3

Objective #5

Strategy

The district will review and upgrade the Guidance Curriculum as needed.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
	1	The district will provide SAT and ACT practice sets through the guidance program.		Bldg. Lev. Adm.	Sept. 2023	April 2024
Local	2	The district will provide professional development to add to their knowledge base.		Supt./PDC	Aug 2023	July 2024
	3	The district will provide the students the opportunity to take the ASVAB test for student aptitude.		Bldg. Lev. Adm.	March 2024	March 2024
	4	The district will continue to follow the Missouri Model Guidance Curriculum.		Bldg. Lev. Adm.	Aug 2023	On going
E rate	5	The district will provide internet access for on line correspondence courses as well as distance learning classes.		Supt.	Aug 2023	May 2024

Comprehensive School Improvement Plan for North Andrew R-VI School District

ACTION STEP FORM

Area of Service: Guidance and Counseling
Strategy #4

Objective #5

Strategy

The district will continue to provide follow-up studies to determine why students continue to make career changes.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
	1	The district will continue to do follow-up studies at one and five years.		Bldg. Lev. Adm.	March 2024	On going
	2	The district will use the data from student interest surveys to help determine why students' interest changed.		Supt.	May 2024	On going

ACTION STEP FORM

Area of Service: Guidance and Counseling
Strategy #5

Objective #5

Strategy

The district will implement a program for test taking and studying skills.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
Local	1	The district will provide Professional Development on the MAP/EOC/ACT testing.		Supt./PDC	Sept 2023	April 2024
	2	The district will provide Professional Development for teachers on studying skills.		Supt./PDC	Sept 2023	April 2024
Local E rate	3	The district will provide technology and resources through technology to improve skills.		Supt.	Aug 2023	May 2024

ACTION STEP FORM

Area of Service: Guidance and Counseling
Strategy #6

Objective #5

Strategy

The district will continue to provide vocational opportunities to foster a school of well rounded learners.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
	1	Competency curriculum is in place and revised as needed to prepare students for the workforce or postsecondary education.		Bldg. Lev. Adm. Faculty	Aug 2023	On going
	2	Vocational student organizations are active as instructional methods for curriculum supplements (FCCLA, FFA, FBLA)		Bldg. Lev. Adm.	Aug 2023	On going
	3	Leadership skills are provided to students through vocational programs both in curricular and intracurricular activities. (Classrooms and Vocational Clubs)		Bldg. Lev. Adm.	Aug 2023	On going
	4	Students achievement is evaluated through 1 and 5 year graduate surveys, student data and program evaluation.		Bldg. Lev. Adm.	Aug 2023	Yearly

STRATEGY FORM

Area of Service: Core Curriculum
Objective #6

Measurable Objective

100% of North Andrew students will complete core curriculum of state and district required courses successfully in order to graduate.

How Objective will be Measured:

Measured through graduation requirements.

Funds	Strategy Number	Strategy	Federal Program	Person Responsible	Start Date	Date Completed
	1	The district will develop a curriculum revision schedule to comply with state regulations.		Admn.	Sept 2023	Yearly in 5 yr cycle
Local E rate	2	The district will provide technology and resources through technology to improve study skills.		Supt.	Aug 2023	On going
	3	District teachers will use multiple strategies to address the learning styles of individuals.		Bldg. Lev. Admn.	Aug 2023	On going
Local	4	The district will provide safe and clean facilities		Supt.	Aug	Yearly

ACTION STEP FORM

Area of Service: Core Curriculum
Strategy #1

Objective #6

Strategy

The district will develop a curriculum revision schedule to comply with state regulations.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
	1	The district curriculum committee is appointed yearly.		Supt.	Aug 2023	Yearly in 5 year cyc
	2	District committee analyzes district needs and state requirements as they change yearly.		Curr.Comm.	Aug 2023	On going
	3	District teachers will upgrade and revise course curricular requirements and adjust course goals and objectives accordingly.		Teachers	Aug 2023	On going

ACTION STEP FORM

Area of Service: Core Curriculum
Strategy #2

Objective #6

Strategy

The district will provide technology and resources through technology to improve study skills.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
Local	1	District teachers will receive professional development in the uses of technology to improve or enhance instruction.		PDC/Admin	Aug 2023	April 2025
Local	2	District will provide up-to-date lab equipment and technological equipment to enhance student performance and learning.		Supt.	Aug 2023	May 2024
Local	3	District will provide up-to-date software and print resources to enhance classroom instruction.		Supt./ Teachers	Aug 2023	April 2025
	4	The LMC and technology coordinator will continually monitor its plan to include prioritized resources for enhanced learning at all levels.		Librarian/ Principals	Aug 2023	On going

ACTION STEP FORM

Area of Service: Core Curriculum
Strategy #3

Objective #6

Strategy

District teachers will use multiple strategies to address the learning styles of individuals.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
Local	1	Teachers will receive training in the use of multiple strategies to address the learning styles of individuals through the Northwest Regional Professional Development program at Maryville, MO		PDC	Aug 2023	May 2026
Local	2	Teachers will select and attend professional development seminars dealing with multiple learning styles.		Teacher/ PDC	Aug 2023	May 2026

ACTION STEP FORM

Area of Service: Core Curriculum
Strategy #4

Objective #6

Strategy

The District will provide safe and clean facilities.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
Local	1	District will maintain safe lab and vocational work areas for students and instructors by upgrading instruments, materials and tools and enforcing safety usage rules.		Supt. / Teacher	Aug 2023	On going

STRATEGY FORM

Area of Service: Reading Improvement

Objective #7

Measurable Objective

90% of North Andrew R-VI students will read grade level material at the instructional level (90% accuracy).

How Objective will be Measured:

This will be measured using annual District assessments and the MAP testing cycle at all elementary, junior high and high school levels.

Funds	Strategy Number	Strategy	Federal Program	Person Responsible	Start Date	Date Completed
Local	1	The district will provide reading intervention opportunities for all students.		Bldg. Adm.	Aug 2023	June 2024
Federal	2	The district will provide assessment tools to assess student reading achievement.	Title I	Bldg.	Aug 2023	On going
Federal	3	The district will provide instructional materials and techniques that accelerate reading achievement and promote positive reading experiences.	Title I	All	Aug 2023	On going

ACTION STEP FORM

Area of Service: Reading Improvement
Strategy #1

Objective #7

Strategy

Provide reading intervention opportunities for all students.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
Local	1	The district will continue to provide full day kindergarten.		Supt.	Aug 2023	On going
Federal	2	The district will continue to provide Title I Reading services (K-5 th)		Elem. Prin.	Aug 2023	On going
Federal	3	The district will continue to provide Parents As Teachers for children from birth up to 5 years old.	Title I	Supt.	Aug 2023	On going

ACTION STEP FORM

Area of Service: Reading Improvement
Strategy #2

Objective #7

Strategy

Provide assessment tools to assess students reading achievement.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
	1	The district will utilize STARR and grade level tests quarterly at the elementary level.	Title I	Bldg. Adm.	Aug 2023	May 2024
	2	The district will utilize annual Standardized Achievement Tests (MAP and Terra Nova)		Bldg. Adm.	Aug 2023	May 2024
	3	The district will utilize informal written and oral comprehension assessments. (Performance tasks and coursework).	Title I	Bldg. Adm.	Aug 2023	May 2024

ACTION STEP FORM

Area of Service: Reading Improvement
Strategy #3

Objective #7

Strategy

Provide instructional materials and techniques that accelerate reading achievement and Promote positive reading experiences.

Funds	Strategy Number	Action Step	Federal Program	Person Responsible	Start Date	Date Completed
	1	The district will provide opportunity for all classrooms to utilize quality and varied grade level literature.		Bldg. Adm.	Aug 2023	May 2024
Federal	2	The district will provide instruction in the use of multiple reading strategies.	Title I	Bldg. Adm.	Aug 2023	May 2024
	3	The teachers will utilize varied instructional methods. (Performance tasks & Multiple Intelligence.)		Bldg.	Aug 2023	May 2024
	4	The district will provide home/school communication to support reading achievement. (Communicating test scores, newsletters)		Bldg.	Aug 2023	May 2024
Local Federal	5	The district will provide professional development for reading instruction. Teachers will go to LTRS training workshops.		Bldg.	Aug 2023	May 2024
Federal	6	The district will provide materials and equipment with title monies for instruction.	Title I, Title II, Title V	Bldg.	Aug 2023	May 2024

	7	Story time in Library- oral shared reading with students to promote love of reading and books.		Bldg./Adm/ Librarians	Aug 2023	May 2024
	8	Teacher collaboration on project development through library resources.		Elem Teachers/ Librarian	Aug 2023	May 2024

Comprehensive School Improvement Plan for North Andrew R-VI School District

STRATEGY FORM

Area of Service: Parent and Community Involvement
Objective #8

Measurable Objective

To be measured according to parent attendance at “Parent Involvement Activities”. The goal is to have 75% average parent attendance at the scheduled activities.

How Objective will be Measured:

This objective will encompass programs Pre-K through 12. Attendance will be tracked at all “Parent Involvement Activities” .

Funds	Strategy Number	Strategy	Federal Program	Person Responsible	Start Date	Date Completed
	1	The district will inform patrons of upcoming events and age appropriate activities to enhance development and intellectual skills in young children through newsletters, student agendas and monthly calendars.		Pre-K to 12 staff and Principals	Aug 2023	May 2024
	2	The North Andrew Parents As Teachers shall use space on various community bulletin boards, local newspaper and the community newsletter to “post” information regarding upcoming early childhood events.		P.A.T. and Elementary Principal	Aug 2023	May 2024
	3	Staff will pursue the possibility of internet publicity to inform the parents of district programs and activities.		P.A.T. K-12 staff Principals	Aug 2023	May 2024
Local	4	The district will implement programs and activities for children and parents that encourage greater parent involvement through the use of attendance incentives and notes from the building principals including attendance certificates, assemblies and daily contacts with parents.		P.A.T. K-12 staff Principals Supt.	Aug 2023	May 2024
Local	5	The district will develop a variety of printed materials and make them accessible to parents across a variety of settings.		P.A.T. K-12 staff Principals	Aug 2023	May 2024
	6	The P.A.T. and administrator will develop a calendar that outlines activities on a yearly basis, and use a variety of methods to assure that information regarding activities is communicated to parents with young children.		P.A.T Elementary Principal	Aug 2023	May 2024

Comprehensive School Improvement Plan for North Andrew R-VI School District

